

Meeting	People and OD Committee		
Agenda Item No		Meeting Date	28/09/23
Report Title	Workforce Disability Equality Standard (WDES) Report and Action Plan 2023		
Sponsoring Executive Director	Julie Pennycook, Director of People and OD		
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Report previously considered by including date	Disability Equality Staff Network		

Purpose of the Report		Reason for submission to Trust Board in Private only (please indicate below)	
Trust Board Approval	x	Commercial Confidentiality	
Committee Agreement		Patient Confidentiality	
Assurance		Staff Confidentiality	
Information Only		Other Exceptional Circumstance	

Link to CQC Domain		Link to Trust Strategic Objectives 2020-2025	
Effective		SO 01: Make our Trust a great place to work and receive care	X
Caring		SO 02: Work with our partners and our community to improve services	
Safe		SO 03: Deliver high quality compassionate care	
Responsive		SO 04: Make sure our services are clinically and financially sustainable	
Well-led	X	SO 05: Join up health and care services by working more closely with our partners	
		SO 06: Invest in building and IT that helps our teams make a positive difference to our island community	

Key Recommendations to be considered:

The People and OD Committee is asked to consider the following recommendation:

- That this report provides the People and OD Committee with key oversight of WDES data and corresponding action plan and the ability to monitor progress.
- That a WDES Action Plan Task and Finish Group, led by the Disability Equality Staff Network, be formed to consult upon future action plans, and that a SOP be developed which outlines a procedure and timescale for consultation and feedback.

Executive Summary

The NHS Workforce Disability Equality Standard Report, (WDES) is an annual analysis of Trust data reflecting 10 metrics of workforce disability equality with a requirement to submit relevant data onto a national portal by 31st May 2023. Following sign off by the Deputy Director of OD and Inclusion in accordance with sign off protocol the data was submitted ahead of the deadline.

There is an additional requirement for all Trusts to develop and publish an Action Plan relating to the data by 31st October 2023 highlighting where and how improvements will be made.

The data for the 10 metrics are gathered as follows:

WDES Metrics		
ESR / HR Services (data at 31/03/23)	NHS Jobs/TRAC (data at 31/03/23)	2022 Staff Survey
*Metric 1: Representation in the workforce and across bandings Metric 3: Likelihood of disciplinary action *Metric 10: Board representation	Metrics 2: Recruitment & Appointments	Metric 4a: Bullying, Harassment or Abuse Metric 4b: Reporting Bullying/ Harassment Metric 5: Career Opportunities Metric 6: Presenteeism Metric 7: Feeling Valued Metric 8: Reasonable Adjustments Metric 9a: Engagement Metric 9b: Having a Voice
*Data taken as a snapshot on 31 March 2023		

Whilst this data reflects specifically on disability, analysis of both the WDES and WRES may identify issues of cross-sectionality and be relevant across a wider spectrum of other minority or potentially vulnerable groups.

This report summarises the latest Workforce Disability Equality Data. A formal WDES Action Plan accompanies this report, highlighting specific tasks to improve the experiences of our Disabled staff, to increase Disabled representation at all levels, and make the Trust an employer of choice for Disabled talent.

Results Summary

Indicator	Summary of data
<p>1: The percentage of Disabled staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.</p>	<p>The percentage of Disabled staff has increased year on year since 2019, when it was 2.75%, to 4.1% in this reporting period.</p> <p>Clinical and non-clinical staff figures are as follows: Non-Clinical Staff: 3.7% Clinical Staff: 4.4%</p> <p>The 2023 national average in declaration for non-clinical staff is 5.8%, and 5% for clinical staff. The national WDES Team have set this as a priority action for our Trust to improve upon.</p> <p>In contrast, our Staff Survey indicates that 27% of our staff have a disability or long-term condition. Therefore, we need to continue to encourage staff to share a disability status on ESR and increase confidence around confidentiality on disclosure, as well as building on a culture of disability acceptance and understanding.</p> <p>We will continue to consult with staff regarding not disclosing a disability on ESR at our Network meetings and engagement events.</p>
<p>2: Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts. *</p>	<p>Our data indicates that there is no disparity between Disabled staff and non-disabled staff when being appointed from shortlisting. Please note * on the difficulty with reporting on this metric this year.</p>
<p>3: Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p> <p>This metric is based on a two-year rolling average of the current year and the previous year.</p>	<p>A relative likelihood of 4.57 - based on an average of 0.5 Disabled staff who entered the formal capability process in the past two years.</p> <p>The National WDES Team's guidance states that, if there are fewer than 10 Disabled members of staff (on average) entering the formal capability process over the previous two years, this data does not need to be included with the publication of the WDES data: instead, a note can be added explaining this has been suppressed due to the small numbers involved.</p>
<p>4a: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> • Patients/Service users, their relatives, or other members of the public • Managers • Other colleagues 	<p>Our data indicates that Disabled staff report they are more likely to experience bullying, harassment, and abuse from all sources than non-disabled colleagues, with one small exception in MH where Disabled staff feel 2% less likely to experience bullying from their manager.</p> <p>The largest disparity was in Community Services where Disabled staff say they experience bullying, harassment, and abuse 10.9% more than their non-disabled colleagues.</p> <p>Disabled staff in Ambulance have reported that they have seen a 12% increase in bullying, harassment and abuse from patients,</p>

	<p>services users, relatives, or members of the public from the previous year.</p> <p>Disabled staff in MH report a 9% reduction in bullying, harassment, and abuse from colleagues from the previous year.</p> <p>The national average percentage of harassment, bullying and abuse from Line Managers for 2023 is 16.1%. Our data compares as follows:</p> <p>Acute Services: 20.2% Ambulance: 14.3% Community: 13.7% MH: 6.8%</p>
<p>4b: Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.</p>	<p>In Acute and MH Services, disabled staff say that they are more likely to report harassment, bullying and abuse than their non-Disabled colleagues by between 3 and 6%.</p> <p>In Ambulance and Community Services, non-disabled staff feel more likely to report compared with Disabled staff; with a notable disparity in Ambulance Services of 18%.</p> <p>Reporting of incidences for Disabled staff has dropped significantly in Ambulance from 75% in 2021 to 33% in 2022. Similarly in Community Services, there has been a reduction in disabled staff reporting incidences from 2021 (74.2%) and 2022 (47.2%). We will commit to exploring and investigating this data to understand what factors might be influencing this.</p>
<p>5: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p>	<p>Disabled staff feel they are less likely to believe that the Trust provides equal opportunities for career progression and promotion, except for Ambulance Services, where Disabled staff feel 7.7% more likely than their non-disabled colleagues.</p> <p>In Community Services, non-disabled staff report they are 7% more likely to believe that the Trust provides opportunities for career progression and promotion than their Disabled colleagues, which was the highest disparity.</p>
<p>6: Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p>	<p>Disabled staff in the Ambulance Service report they are 13.5% more likely to feel pressured by their manager to come to work, despite not feeling well enough, and 9.8% of disabled staff in Acute.</p> <p>In MH, non-disabled staff report they are 8.4% more likely to feel pressured by their manager than their Disabled colleagues. Non-disabled staff in this area have had an 18% increase in feeling more pressure to come to work than the previous year.</p>
<p>7: Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work</p>	<p>Disabled staff are less likely to say they are satisfied with the extent to which the organisation values their work by an overall average of 41%. Most noticeably this is felt within Community Services and Acute Services with an approximate 10% disparity of Disabled staff feeling less satisfied than their non-disabled colleagues.</p>

<p>8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p>	<p>An average of 80% of the overall Disabled workforce say that they have adequate adjustments in place for them to carry out their work, with Acute services Disabled staff reporting this at 82.9%. This places us in the top 10% nationally.</p> <p>There has been a 10% drop in Disabled staff in Ambulance feeling they have adequate adjustments from the previous year.</p> <p>There has been an 13% increase in Disabled staff in Acute Services feeling they have adequate adjustments from the previous year.</p>
<p>9: Staff engagement score for Disabled staff, compared to non-disabled staff.</p>	<p>An average of 6.6 engagement score from Disabled staff, compared to non-disabled which is 6.9.</p>
<p>9b: Staff feeling that the Trust has taken action to facilitate the voices of Disabled staff in their organisation to be heard.</p>	<p>Our Trust has an active Staff Disability Equality Network which meets on a bi-monthly basis. It is supported by a Chair and Vice Chair and an Executive Lead Sponsor.</p> <p>The Chair and Vice Chair have accessed the ICS Staff Network Chairs Development Programme during 2023.</p> <p>The Network is promoted at Staff Induction each month along with advice about the support that is available to Disabled staff.</p>
<p>10: Percentage difference between the organisations' Board membership and its overall workforce</p>	<p>Voting Membership: -4% Executive Membership of the Board: 8.4</p>

Further comparisons on national data can be made by viewing the [NHS England Workforce Disability Equality Standard 2022 data analysis report for NHS trusts and foundation trusts](#).

Additional Information

Accreditations & Schemes

- The Trust has Disability Confident Leader status, a government accreditation with Leader status being the highest ranking. We also have Mindful Employer accreditation which was submitted for renewal in September 2023.
- In November 2023 the organisation joined the Sunflower Hidden Disability Scheme, a nationally and internationally recognised scheme for people with a hidden disability to display the sunflower emblem via a lanyard / wristband / pin badge. This indicates they may need support or reasonable adjustments and those around them are encouraged to ask how they can help. Staff across the organisation have requested lanyards to wear at work, as well as making them available to their patients and service users.
- In January 2023, the Hampshire and IOW ICS launched the EDNA Service (Employee Disability and Neurodivergent Advice) for staff in the region. The service provides assessments to staff and managers, giving advice and recommendations on reasonable adaptations and assistive technology that could support the individual in their place of

work. The service can also support with making applications to the 'Access to Work' government fund to help with the costs of adjustments.

Disability Equality Network

- The Disability and Long-Term Conditions Staff Equality Network is now supported by a Chair, Vice Chair and Executive Lead Sponsor.
- The Chair and Co-Chair attended the ICS Staff Network Chairs Development Programme during 2023.

Trust Policy, Training and Support

- A Reasonable Adjustments Policy has been ratified during 2023 which includes an Accessibility Passport to monitor and ensure staff have the adjustments in place to enable them to carry out their work. An action plan to upskill managers in the use of the Accessibility Passport through inclusion in the Leadership Development Programme will be included in the Trust's Health and Wellbeing Strategy.
- It should be noted that there is significant work already undertaken and underway in terms of improving the leadership and management capability of staff in addition to team development activity. These include:
 - Multi Professional Leadership Programme, includes Allyship module
 - Appraisal completion, including health and wellbeing check-in
 - Leadership Essentials, includes Inclusive Leadership module
 - Management Essentials, includes Recruitment module
 - Listening Ear Service
 - Freedom to Speak Up
 - Affina Team Development
 - Behavioural Based Recruitment

Appendix 1 – Detailed Results

Indicator 1: Percentage of disabled staff in AfC bands, VSM and Medical and Dental compared with the non-disabled staff in the overall workforce

2019/2020 %	2020/2021 %	2021/2022 %	2022/2023 %
Overall Workforce: Disabled: 2.7 Non-Disabled: 61.7 Unknown: 35.6	Overall Workforce: Disabled: 3.15 Non-Disabled: 66.9 Unknown: 29.9	Overall Workforce: Disabled: 3.69 Non-Disabled: 66.52 Unknown: 29.79	Overall Workforce: Disabled: 4.1 Non-Disabled: 74.7 Unknown: 21.2
Non-Clinical Disabled Staff Bands 1-4: 3.2 Band 5-7: 3.1 Bands 8a-8b: 2.7 Bands 8c-9 & VSM: 0	Non-Clinical Disabled Staff Bands 1-4: 3.0 Band 5-7: 2.0 Bands 8a-8b: 4.9 Bands 8c-9 & VSM: 2.9	Non-Clinical Disabled Staff Bands 1-4: 2.2 Band 5-7: 1.3 Bands 8a-8b: 2.4 Bands 8c-9 & VSM: 0	Non-Clinical Disabled Staff Bands 1-4: 3.7 Band 5-7: 3.9 Bands 8a-8b: 3.8 Bands 8c-9 & VSM: 2.4
Clinical Disabled Staff Bands 1-4: 2.0 Band 5-7: 3.1 Bands 8a-8b: 2.25 Bands 8c-9 & VSM: 0	Clinical Disabled Staff Bands 1-4: 2.6 Band 5-7: 3.3 Bands 8a-8b: 4.1 Bands 8c-9 & VSM: 0.0	Clinical Disabled Staff Bands 1-4: 2.3 Band 5-7: 2.1 Bands 8a-8b: 2.7 Bands 8c-9 & VSM: 4.8	Clinical Disabled Staff Bands 1-4: 4.6 Band 5-7: 4.2 Bands 8a-8b: 5.9 Bands 8c-9 & VSM: 3.6

Indicator 2 - Relative likelihood of non-disabled staff being appointed from shortlisting compared to that of disabled staff being appointed from shortlisting across all posts.

2019/20	2020/21	2021/22	2022/23
2.01	1.17	1.21	0.94
A figure below 1.00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.			

Indicator 3: Relative likelihood of staff entering the formal disciplinary process

2020	2021	2022	2023
0	0	0	4.57

- PSRP – Patients, Service Users, Relatives, or members of the Public
- ND – Non-disabled

Indicator 4a: Percentage of staff experiencing harassment, bullying or abuse				
Division	2019	2020	2021	2022
Acute	PSRP Disabled staff: 32.6 ND staff: 28	PSRP Disabled staff: 34 ND staff: 23.9	PSRP Disabled staff: 29.4 ND staff: 23.9	PSRP Disabled staff: 27.1 ND staff: 23.1
	Manager Disabled staff: 30.1 ND staff: 19.3	Manager Disabled staff: 22.1 ND staff: 14	Manager Disabled staff: 18.9 ND staff: 10	Manager Disabled staff: 20.2 ND staff: 11.8
	Colleagues Disabled staff: 34.3 ND staff: 23.9	Colleagues Disabled staff: 32 ND staff: 21.9	Colleagues Disabled staff: 29.3 ND staff: 18	Colleagues Disabled staff: 28.9 ND staff: 18.9
Ambulance	PSRP Disabled staff: 57.1 ND staff: 28.8	PSRP Disabled staff: 27.3 ND staff: 26.4	PSRP Disabled staff: 33.3 ND staff: 33	PSRP Disabled staff: 45.7 ND staff: 43.6
	Manager Disabled staff: 7.1 ND staff: 7.7	Manager Disabled staff: 15.2 ND staff: 8	Manager Disabled staff: 9.1 ND staff: 4.9	Manager Disabled staff: 14.3 ND staff: 10.1
	Colleagues Disabled staff: 21.4 ND staff: 16.9	Colleagues Disabled staff: 21.2 ND staff: 12.6	Colleagues Disabled staff: 18.2 ND staff: 15.3	Colleagues Disabled staff: 20 ND staff: 18.2
Community	PSRP Disabled staff: 53.3 ND staff: 29.9	PSRP Disabled staff: 43.8 ND staff: 26.6	PSRP Disabled staff: 39.2 ND staff: 20	PSRP Disabled staff: 35.7 ND staff: 24.8
	Manager Disabled staff: 27.6 ND staff: 11.7	Manager Disabled staff: 17 ND staff: 9.9	Manager Disabled staff: 12.3 ND staff: 7.6	Manager Disabled staff: 13.7 ND staff: 4.6
	Colleagues Disabled staff: 26.7 ND staff: 23.1	Colleagues Disabled staff: 31.3 ND staff: 16.5	Colleagues Disabled staff: 20.5 ND staff: 10.5	Colleagues Disabled staff: 19.4 ND staff: 12.5
Mental Health	PSRP Disabled staff: 38.9 ND staff: 45.5	PSRP Disabled staff: 47.5 ND staff: 44.6	PSRP Disabled staff: 40.2 ND staff: 34.4	PSRP Disabled staff: 35.1 ND staff: 31.1
	Manager Disabled staff: 11.1 ND staff: 14.8	Manager Disabled staff: 4.9 ND staff: 6.8	Manager Disabled staff: 11.6 ND staff: 2.7	Manager Disabled staff: 6.8 ND staff: 8.8
	Colleagues Disabled staff: 25 ND staff: 22.5	Colleagues Disabled staff: 24.6 ND staff: 14.7	Colleagues Disabled staff: 25.3 ND staff: 13.3	Colleagues Disabled staff: 16.4 ND staff: 11.1

Indicator 4b: Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

Division	2019	2020	2021	2022
Acute	Disabled staff: 46.7 ND staff: 46.9	Disabled staff: 51.3 ND staff: 46.7	Disabled staff: 43.3 ND staff: 42.4	Disabled staff: 49.6 ND staff: 46.2
Ambulance	Disabled staff: not recorded ND staff: 13.6	Disabled staff: 56.3 ND staff: 53.3	Disabled staff: 75 ND staff: 55	Disabled staff: 33.3 ND staff: 51.3
Community	Disabled staff: 33.3 ND staff: 43.3	Disabled staff: 50 ND staff: 41.5	Disabled staff: 74.2 ND staff: 57.6	Disabled staff: 47.2 ND staff: 57
Mental Health	Disabled staff: 56.3 ND staff: 62.9	Disabled staff: 77.8 ND staff: 63	Disabled staff: 61 ND staff: 68.3	Disabled staff: 70 ND staff: 63.8

Indicator 5: Percentage of staff believing the Trust provides equal opportunities for career progression or promotion

Division	2019	2020	2021	2022
Acute	Disabled staff: 50 ND staff: 55.6	Disabled staff: 53.2 ND staff: 58.3	Disabled staff: 54.3 ND staff: 60	Disabled staff: 56.4 ND staff: 59.8
Ambulance	Disabled staff: 64.3 ND staff: 69.7	Disabled staff: 57.6 ND staff: 62.9	Disabled staff: 51.5 ND staff: 62.7	Disabled staff: 64.7 ND staff: 57
Community	Disabled staff: 50 ND staff: 50.3	Disabled staff: 52.1 ND staff: 65.5	Disabled staff: 59.7 ND staff: 65.2	Disabled staff: 60.6 ND staff: 67.2
Mental Health	Disabled staff: 52.8 ND staff: 50.4	Disabled staff: 57.4 ND staff: 58.6	Disabled staff: 59.2 ND staff: 64.4	Disabled staff: 67.6 ND staff: 70.2

Indicator 6: Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

Division	2019	2020	2021	2022
Acute	Disabled staff: 31.3 ND staff: 19.9	Disabled staff: 20.4 ND staff: 19.5	Disabled staff: 28.5 ND staff: 22.6	Disabled staff: 28.5 ND staff: 18.7
Ambulance	Disabled staff: 33.3 ND staff: 32.3	Disabled staff: 25 ND staff: 30.8	Disabled staff: 30.4 ND staff: 17	Disabled staff: 33.3 ND staff: 20
Community	Disabled staff: 28.6 ND staff: 18.9	Disabled staff: 9.7 ND staff: 23.3	Disabled staff: 11.5 ND staff: 11.2	Disabled staff: 11.3 ND staff: 12.3
Mental Health	Disabled staff: 20.8 ND staff: 11.5	Disabled staff: 4.8 ND staff: 18.2	Disabled staff: 22.4 ND staff: 6	Disabled staff: 15.7 ND staff: 24.1

Indicator 7: Percentage of staff saying that they are satisfied with the extent to which their organisation values their work

Division	2019	2020	2021	2022
Acute	Disabled staff: 31.9 ND staff: 44.9	Disabled staff: 39.6 ND staff: 47.5	Disabled staff: 34 ND staff: 49	Disabled staff: 36.6 ND staff: 46.3
Ambulance	Disabled staff: 42.9 ND staff: 56.1	Disabled staff: 36.4 ND staff: 42.2	Disabled staff: 54.5 ND staff: 39.4	Disabled staff: 40 ND staff: 46
Community	Disabled staff: 26.7 ND staff: 40.6	Disabled staff: 47.9 ND staff: 50.4	Disabled staff: 36.4 ND staff: 53.2	Disabled staff: 40.4 ND staff: 51
Mental Health	Disabled staff: 41.7 ND staff: 38.1	Disabled staff: 48.4 ND staff: 42.3	Disabled staff: 54.5 ND staff: 44.5	Disabled staff: 48 ND staff: 47.3

Indicator 8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

Division	2019	2020	2021	2022
Acute	74.1	79.6	70.1	82.9
Ambulance	Not recorded	78.9	80	69.6
Community	66.7	84.4	82.1	79.4
Mental Health	81.8	87.2	82.4	88.6

Indicator 9a: National Staff Survey staff engagement score

Division	2019	2020	2021	2022
Acute	Disabled staff: 6.4 ND staff: 6.7	Disabled staff: 6.5 ND staff: 7.0	Disabled staff: 6.4 ND staff: 7.1	Disabled staff: 6.4 ND staff: 6.9
Ambulance	Disabled staff: 6.4 ND staff: 6.6	Disabled staff: 6.2 ND staff: 7.0	Disabled staff: 6.4 ND staff: 6.5	Disabled staff: 6.5 ND staff: 6.8
Community	Disabled staff: 6.2 ND staff: 6.7	Disabled staff: 6.9 ND staff: 7.3	Disabled staff: 6.9 ND staff: 7.3	Disabled staff: 6.8 ND staff: 7.2
Mental Health	Disabled staff: 6.6 ND staff: 6.6	Disabled staff: 6.8 ND staff: 6.8	Disabled staff: 6.9 ND staff: 7.1	Disabled staff: 6.9 ND staff: 7

Indicator 10: Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

2020	2021	2022
Disabled: -3.15 Non-Disabled: -25.23 Unknown: 28.38	Disabled: -4.29 Non-Disabled: -35.07 Unknown: 39.35	Disabled: -4 Non-Disabled: -19.14 Unknown: 23.23